



ANMF NEWSFLASH

Launceston General Hospital Renal Units Basis for TIC Hearing – Settled Pending Positions Filled

In collaboration with the Renal Units at Launceston General Hospital (**LGH**) and Kings Meadows Satellite Unit (**KMSU**), along with industrial representatives from the Tasmanian Health Service (**THS**)/Department of Health (**DoH**), the Australian Nursing and Midwifery Federation Tasmanian Branch (**ANMF**) has reached a resolution regarding the workload grievances that were scheduled to be heard by the Tasmanian Industrial Commission (**TIC**) on **Friday 26 September 2025**. By way of background to the workload dispute, on behalf of Members, the ANMF sought the following remedies from the TIC:

- Implement the endorsed 2023 Benchmark [formally approving the Proposal To Vary the Establishment (PTVE) for an additional 6.93 Full-Time Equivalent (FTE) (3.84 FTE (LGH) and 3.09 FTE (KMSU))] and set the 'Establishment' to 37.08 FTE.

The THS/DoH confirms that as on Friday 19 September 2025, the two PTVEs have been approved by Job Design and that recruitment to the positions will commence.

- Immediate rostering of part-time and casual staff, plus agency (if/as approved) to consistently staff to the 2023 Benchmark.

The THS/DoH confirms that it will continue to roster to the 2023 Benchmark sufficient casual, part-time and agency staff to consistently staff to a 6.93 FTE increase until the vacancies are filled.

- (a) Conversion of fixed term contract employees to permanent.
- (b) Conversion of casual employees to permanent; and,
- (c) Permanent part time employees to have increased hours / fixed roster; and
- Recruit to 6.93 FTE.

Noting that recruitment is outside of your Nurse Unit Manager (NUM) control, we requested a timeline of the recruitment process to hold the THS/DoH accountable (*subject to internal process and a reasonable assessment of timing*):

Milestone	Action	Milestone Date
1	Prepare position descriptions	Complete
2	Complete Job Design approval process	Complete
3	Position numbers to the Nurse Unit Manager	Completed
4	Obtain all necessary approvals to recruit/advertise to the PTVE vacancies	Completed
	Assessment undertaken to: ○ conversion of fixed term contract employees to permanent. ○ conversion of casual employees to permanent; and, ○ permanent part time employees to have increased hours / fixed roster.	Week of 29 September 2025
5	Job advertisement opens	Week of 13 October 2025
6	Job advertisement closes	Week of 27 October 2025
7	Shortlisting of candidates	Week of 10 November 2025
8	Interviews for shortlisted candidates	Week of 24 November 2025
9	Offers sent out	To be confirmed. Subject to individual circumstances – international recruit, existing DOH employee
10	(Ideal) Starting date (subject to candidates own notice period and timing)	To be confirmed. Aim for week of 15 December 2025 – subject to individual circumstances of the employee



The THS/DoH has further advised that the ANMF be notified if the Renal Unit have not been able to recruit to the FTE within six (6) months from Milestone 6 above. We believe this is an open and communicative approach to address issues arising out of this process. We anticipate that the overall FTE recruitment will assist in relieving staff but will never fully address the circle of absenteeism.

Based on the ANMF ‘remedies sought’ and the THS/DoH ‘responses’, the Renal Unit has demonstrated a willingness to act in good faith to resolve the Workload Grievances. Further, the THS/DoH has expressed a willingness for the ANMF to communicate with Members about the recruitment process, enabling us to hold the Department accountable to reaching its Establishment numbers as ‘boots on the ground’.

For the above reasons, we have considered that **arbitrating the matter at the TIC is unlikely to yield a different outcome** than we have agreed with your Employer. We have requested that the TIC hearing be vacated, and the grievance be discontinued. This is a neutral win, which has resulted in an increase to the Establishment from two (2) years’ ago. It is part of a longer-term objective to address workload issues.

We will continue to provide you with clear and up to date information throughout the recruitment process, so you remain informed and up to date.

ANMF Team – Northern Hospitals

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The ANMF Tasmanian Branch is 8000 plus members strong! Supporting nurses, midwives, and care workers as the only union in Tasmania employing nurses, midwives and care workers to represent members. This is why our Organisers and Member Support Team are uniquely positioned to understand your experiences, represent you in your workplace, and offer industrial advice that’s relevant to you.

Authorised by Emily Shepherd, ANMF Tasmanian Branch Secretary
25 September 2025